

Dear All,

We are well into the start of the year with spring around the corner and proxy season upon us. Here at L&A we have been busy helping our public company clients with their proxies, shareholder outreach and CD&A disclosures. Effective communication to stakeholders is key, don't hesitate to reach out to us if you need assistance with any aspect of your proxy statement.

We have some great pieces to share with you in this month's L-Blast. The first article is on the increasingly important topic of pay equity. As more legislation continues to be applied to equal pay issues, it's becoming more critical for companies to take steps to ensure their compensation programs are fair and equitable.

While on the subject of pay equity, our next article provides some initial steps companies can take to identify and start working towards closing gender pay gaps. These basic guidelines will help organizations not only identify any type of pay discrepancies but also aid in developing sound compensation-setting practices overall.

The final article is a good read for HR teams in terms of what compensation trends they should keep top of mind in 2020 at the all-employee level. Again, here we see pay equity and transparency at the forefront.

Lastly, our midstream and upstream surveys will open April 1st. We urge those of you in these segments to participate and benefit from the comprehensive compensation data the surveys will provide. As always, let us know if there is a particular subject you'd like to learn more about or if you have any questions about the topics covered in this L-Blast.

Sincerely,

Brent Longnecker and the L&A Team
Chairman and CEO
Longnecker & Associates



Establishing and Maintaining Pay Equity

In a previous article written by L&A in 2018, the growing concern of gender pay gaps and how they impact attraction and retention issues in corporate America was addressed. Through this process, it was discovered that the issue of the pay equity gap really was not as serious as previously thought – at least to the extent as portrayed in political circles and media outlets. The incorrect messaging generates doubt and forces the questioning of historical practice and future application of compensation programs.

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Inching To Close The Gender Pay Gap: Three Actions Employers Can Take Right Now

On January 29, 2009, President Barack Obama signed into law the Lilly Ledbetter Fair Pay Act, which grants additional recourse for challenging discrimination between men and women who perform the same jobs within an organization. Five years later, in April 2014, Obama also signed an executive order prohibiting federal contractors from discriminating against employees who discuss or inquire about their compensation.

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Money Talks: 5 Compensation Trends to Watch in 2020

As a new decade begins, employee-compensation specialists shared their expectations. Below are five trends that pay-watchers predict will gain ground in 2020 and beyond.

No. 1: States will continue to set their own compensation mandates. On minimum wage and overtime requirements, "more states feel emboldened to establish their own direction and set their own policies that stretch beyond the policies established by the federal government," said Perry Braun, executive director of the Benefit Advisors Network (BAN), a consortium of health and welfare benefit brokers.

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L&A's Midstream & Upstream Surveys Launch April 1st

Keep your compensation programs competitive by participating in L&A's 2020 Midstream and Upstream Industry Compensation surveys and see what it takes to attract, motivate and retain your teams. Get access to the latest benchmarks ranging from administrative support to executive C-suite in both corporate and technical roles, inclusive of actual total direct compensation and target total direct compensation.

Surveys are scheduled to launch April 1st and final survey results will be available only to participating organizations. You don't want to miss out!

Click below to learn more about the surveys or contact [Josh Whittaker](#) at 281.378.1368

[MIDSTREAM SURVEY](#)

[UPSTREAM SURVEY](#)

Compensation Discussion & Analysis (CD&A) Disclosure Preparations

Proxy season is upon us and our consultants are ready to assist you in the development and overall structure of your CD&A disclosure.

Leveraging extensive experience and knowledge of real-time best practices in the evolving shareholder communication platform, L&A will help you craft an effective message to your investor audience while fulfilling SEC requirements.

CONTACT US BELOW TO GET STARTED!

281.378.1350

[GET STARTED](#)

JOIN US AT UPCOMING EVENTS

NACD San Antonio Program- The Future of Board Leadership

Wednesday, April 1st
8:00 a.m. – 9:30 a.m.

TBD - Check back soon
San Antonio, TX 78256

Hear from an expert panel as they discuss the future of board leadership.

[REGISTER](#)

NACD Houston Program- The Future of Board Leadership

Thursday, April 9
7:00 a.m. – 9:00 a.m.

The Woodlands Waterway
1601 Lake Robbins Dr
The Woodlands, TX 77380

Join the panel as they discuss the future of board leadership in The Woodlands.

[REGISTER](#)

NACD Austin Program- ESG: An Increasingly Critical Area of Focus for Investors and Boards

Friday, April 24
11:00 a.m. – 1:00 p.m.

The Junior League of Austin
5330 Bluffstone Lane
Austin, TX 78759

Join the panel as they discuss trends and challenges for companies in prioritizing ESG and providing transparent reporting and disclosures.

[REGISTER](#)

Let's Work Together

We know what it takes to attract, retain and motivate key talent. Contact us to develop a plan that works for your business.

[GET IN TOUCH](#) 281.378.1350

Compensation Services
Incentive Plan Design
Litigation Support
Strategic & Governance Advisory
Restructuring Services



Get to Know Us

Connie Simmons
OPERATIONS COORDINATOR

How long have you been with L&A?
12 years and counting

Hometown: Proud Hoosier from Plainfield, Indiana

What do you enjoy most about your job?
Taking care of everyone in the office and our clients, especially now since I am an empty nester

Words to Live By: Don't take yourself too seriously and life is full of mistakes to learn from